

Terms of Reference for consultancy to develop In-service training curriculum for building the basic and advance competencies of Nurses and Midwives in Pediatric, Obstetrics, and Critical Nursing care

1. Background

The Government of Liberia (GoL) has received an Additional Financing from the World Bank totaling US\$31 million (US\$20M from IDA and US\$11M from the Global Financing Facility) for the implementation of the Institutional Foundations to Improve Services for Health (IFISH) Project. The Project Development Objective (PDO) is to improve health services delivery to women, children and adolescents in Liberia. The project supports five components; namely (a) Improve health infrastructure; (b) Improve health service delivery; (c) Strategic purchasing and equity in health financing; (d) Project management, and monitoring and evaluation, and (e) Contingent emergency response component.

Under component two which supports improved health service delivery, the project through subcomponent 2.3: Improve knowledge and skills in training and management of Human Resources, will also enhance management and service delivery skills at health facilities by funding programs for equitable distribution of health workforce and efficient delivery of services. Special emphasis will be placed on providing technical assistance towards the development/revision of training curricula and improving the quality of in-service training at various health facilities and to nursing and midwifery's instructors at training institutions. This will include provision of specialized training in pediatrics, obstetrics, gynecology, and other critical areas. To achieve value for money, the trainees will be required to accept posting to remote and climate-vulnerable areas. The Project will also support interventions to upgrade skills laboratories and libraries at some of the nursing and midwifery training facilities.

To support this intervention with emphasis on the provision of specialized training, the Ministry of Health desires to apply proceeds from the Project to hire the services of an individual consultant with the requisite qualification and experience to work with the Liberia Board for Nursing and Midwifery (LBNM) and the Nursing and Midwifery Unit of the Ministry of Health to develop a comprehensive in-service training curriculum for building the basic and advance competencies of nurses and midwives in Pediatrics, Obstetrics, Critical Nursing and Midwifery Care, and Emotional Intelligence-Customer Service.

2. Overall objective of the assignment

The objective of the assignment is to develop a national standardized comprehensive curriculum for the provision of in-service training for nurses and midwives in pediatrics, obstetrics and critical care.

Specific Objectives:

- Facilitate stakeholders' consultations and consensus with the LBNM and MOH and relevant partners on the development of the in-service curriculum.
- Review the current training packages in country and being used by other stakeholders.
- Develop and validate standardized curriculum complete with participant handbook, workbook, and facilitator guide.
- Create a roadmap for the implementation of the in-service training curricula which will be developed.

3. Scope of Work (Duties and Responsibilities)

The Consultant will be required to carry out the following tasks:

- In-service curriculum content development (Pediatrics, Obstetrics, critical care and emotional intelligence-customer service)
- Identifying learning approaches to be used for the in-service training
- Working in collaboration with LBNM and the Nursing and Midwifery division of the MoH to adapt international best practices and content used by various stakeholders and come up with a standardized in-service curriculum covering the identified areas (Pediatrics, Obstetrics and critical care)
- Creating pre and post-test quizzes and cases scenarios to support the content
- Provide guidance on administration of training (facilitation)
- Finalization of the training package complete with participant handbook, workbook, and facilitator guide
- Create a roadmap for the implementation of the in-service training curricula which will be developed
- Prepare and facilitate the validation workshop with stakeholders (Government, partners, and civil society).
- Develop a protocol and plan to evaluate the roll out and effectiveness of the in-service training program

4. Deliverables and deliverable schedules

- Presentation of work outline and inception report
- Consultations and desk review of the existing Curriculum in the country and international best practices.
- Draft in-service training curriculum
- Finalized In-service training curriculum complete with participant handbook, workbook, and facilitator guide
- Validation workshop with stakeholders
- Roadmap and evaluation plan for the roll out of the training curriculum

Deliverables/ Outputs	Estimated Duration to Complete	Review and Approvals Required	Weight
Presentation of work outline and inception report	1 week	LBNM & NMD	10%
Create a roadmap for the implementation of the in-service training curricula which will be developed	1 week		

Consultations and desk review of the existing Curriculum and or training packages	1 week	LBNM & NMD	
Draft in-service training curriculum	2 Weeks	LBNM & NMD	20%
Finalized In-service training curriculum complete with participant handbook, workbook and facilitator guide (including one day validation workshop)	3 Weeks	LBNM & NMD	70%

5. Duration, Supervision and Reporting

i. Duration

The development of the In- service training curriculum is expected to be done for a total of 8 weeks.

ii. Supervision and reporting

The Registrar of the Liberia Board of Nursing and Midwifery and the Directress of Nursing and Midwifery Division will jointly supervise the day-to-day conduct of the assignment. All reports will be reviewed and approved by both heads jointly.

6. Qualifications and Competence

- The consultant should be a Medical Practitioner with Masters in Public Health or Nursing or Medical Education, or Education and experienced in curriculum development. PhD is an added advantage.
- Must possess interdisciplinary knowledge and should have a proven expertise in public health, Nursing. Must understand the Liberian context with minimum of 10 years' experience in the field.
- Existing experience in developing training manuals, In-service training curriculum
- Excellent written and oral skills in ENGLISH
- Good meeting facilitation skills